

intelligent PLACEMENT NEWSLETTER

Recruitment Partner with the Personal touch

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Women's Day 9 August



On 9 August we celebrate National Women's Day. The marchers' aims were to protest the introduction of the Apartheid pass laws for black women in 1952 and the presentation of a petition to the then Prime Minister J.G. Strijdom.

The petition had been created by the Federation of South African Women and printed by the Indian Youth Congress.

The petition reads:

We, the women of South Africa, have come here today. We African women know too well the effect this law upon our homes, our children. We, who are not African women know how our sisters suffer. For to us, an insult to African women is an insult to all women.

- * That homes will be broken up when women are arrested under pass laws.
- * That women and young girls will be exposed to humiliation and degradation at the hands of pass-searching policemen.
- * That women will lose their right to move freely from one place to another.

We, voters and voteless, call upon your government not to issue passes to African women. We shall not resist until we have won for our children their fundamental rights of freedom, justice and security.

— Presented to Prime Minister J.G. Strijdom, 9 August 1956.

National Women's day draws attention to significant issues South African women still face, such as parenting, Domestic violence, sexual harassment in the workplace, unequal pay, and schooling for all girls.

"My advice to women all the time is: If you want a certain future, go out and create it. Conquer your fears as that is what enslaves most women." Divine Ndhlukula

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Anticipated Changes To Labour Legislation 2018

South Africans were expecting that a national minimum wage (NMW) would be implemented on 1 May 2018. This did not happen, but the NMW is still likely to be implemented during the course of this year. We can also expect some other changes to labour legislation. How will this affect employers and employees?

The publicity surrounding the implementation of a NMW has eclipsed some other important changes to labour legislation that have been in the pipeline for some time. These relate to changes in respect of parental leave, as well as improvements to unemployment benefits. There are also some changes to collective bargaining and strike law in the pipeline. We shall only focus on a few points that are worthy of note at this stage.

National Minimum Wage

The National Minimum Wage Bill with its NMW of R20 per hour, has been passed by the National Assembly. Although it still needs to be sent to the National Council of Provinces for scrutiny we can expect implementation in the not too distant future. While there are some sectors where the current minimum wages will have to be adjusted upwards immediately upon implementation of the NMW, the implementation in the case of farm/forestry, domestic and expanded public works programme workers will be delayed for a further two years.

In the meantime there are a few other points that employers should take note of. Employers will not be permitted to unilaterally change working hours due to the implementation of the NMW. Employers will also be restricted in the way that they structure the remuneration package – the NMW excludes allowances that are paid to enable employees to work (such as transport and equipment), or payment in kind (such as board or accommodation), as well as bonuses, tips or food. There is provision for employers to apply for exemption by means of an efficient electronic system, but how exactly the exemption process will work we will only know in due course, as the regulations are yet to be finalised.

Parental, adoption and surrogacy leave

The Basic Conditions of Employment Act (BCEA) is due to change to make provision for three new categories of leave.

The first category is parental leave that relates to the birth of a child. An employee who is a parent of a child will be entitled to 10 consecutive days' parental leave. This will effectively replace the three days' paternity leave currently provided for in the BCEA. Leave may commence on the day the child is born or the day that an adoption order is granted. The employee will have to give at least one month's written notice of the date of the expected date of birth or adoption, as well as when the leave is due to commence and when the employee will return.

The second category is adoption leave that relates to the adoption of a child that is below the age of two. Adoptive parents are entitled to ten consecutive days' leave, commencing on the day that the adoption order is granted. The notice requirements will be the same as for parental leave.

Finally there is the so-called commissioning parental leave that relates to surrogate motherhood. The surrogate parent who will primarily be responsible for looking after the child (primary commissioning parent) will be entitled to commissioning parental leave. If there are two surrogate parents, they can choose: if the one takes commissioning parental leave, the other can take normal parental leave. The one who takes commissioning parental leave will be entitled to 10 consecutive weeks' leave. The other would be entitled to 10 consecutive days' normal parental leave. In both cases leave can commence on the date of the birth of the child. The notice requirements will be the same as for parental and adoption leave.

The good news from an employer's point of view, is that remuneration will be covered by the Unemployment Insurance Fund. The current right to three days' paid 'paternity' leave will fall away.

We shall deal with the finer details of these changes and their practical implications once the implementation date of the amendments is known.

Unemployment Insurance

The Unemployment Insurance Act (UIA) will be amended to make provision for the payment of employees when they take leave in terms of the new categories mentioned above.

While the current provisions of the BCEA regarding maternity leave will remain unchanged, mothers on maternity leave will receive increased benefits in terms of the UIA. They will receive 66% of their earnings, subject to the maximum income threshold. A specific provision has been added that the payment of maternity benefits will not affect the payments of unemployment benefits. So, if a mother loses her job, she will still have access to all the other unemployment benefits that she has accrued.

Foreign nationals and employees employed in terms of learnership agreements will be able to claim benefits.

There are several other beneficial changes to the UIA, but we shall deal with these in more detail as soon as we clarify on the implementation date.

Top Candidates



Limpopo—IT Specialist

A strong IT Professional that has completed his National Diploma in Information Technology and has a number of years experience in the IT industry.

In his opinion a Successful IT Specialist should have the following attributes:

Have the relevant IT Skills

Effective communication skills both written and verbal

Ability to work under pressure

Why he would be an asset to the company:

He has extensive experience

Has technical ability on application deployments specifically on SAP and configurations

He has worked on various projects and in various sectors

He can adapt in any environment

He is seeking a stable opportunity and room for growth. He is confident that he can add value to any company bringing a wealth of knowledge and committed approach. His salary expectations are R21 000 and he is able to start immediately.

Please contact Hayley Kagerer at 079 680 1982 for more information

Eastern Cape—Production/Factory Manager

Our Candidate is a highly experienced Production/Factory Manager in the FMCG industry and has extensive dairy management experience, which he has gained in his career the last 20 years at reputable FMCG companies in the Eastern Cape.

He is a very loyal, hard working and dedicated employee to have and he is looking to build a new career after retrenchment from last employer due to operational requirements.

He managed the department on the ESL TTop fillers, sachet and jug fillers, then received the opportunity to move over to UHT & By-Products ever since he got knowledge of the Tetra A3flex fillers, TBA8 and 19 fillers, Tetra downstream equipment includes helix, capper and CBP, as well as Process equipment (sterilisers), Flex 100, 28 , VTIS Steriliser, Therminisers (prestandrised milk for sterilisers). Pasteuriser and Partial homogenisation, Alfast standardisation system and various CIP systems. Milk Reception intake. These with all its HACCP.

I highly recommend my candidate for any suitable opportunities that may arise in future as he was mentored by Senior Management to date and ready to take on any production challenges you may offer him.

Please contact Janine Julyan at 083 235 0707 for more information

For more Top Candidates you can also visit our website

www.intelligentplacement.co.za/employers

Top skills available in the market in various sectors.

Top Candidates



Western Cape—Sales Representative/Coordinator

Our candidate has worked in different environments and believe her strong communication skills, strength, abilities and motivation will drive her to achieve her goals. She is a self-starter and continuously improving herself with Internal training opportunities to improve her product knowledge together with leadership skills such as People Skills, Body Language, Common Skills, Time Management, Conflict Management and Assertiveness.

Her main goal is to grow, to live, and experience the career path that lies ahead of her. Taking initiative has always been her career strength, along with:

- Understanding responsibility
- Holding an intense work ethic
- Possessing social skills that can build and maintain relations across and beyond the organization
- Striving to do her best in any situation to meet corporate objectives
- Integrity
- Meet deadlines

She is confident that she can achieve anything she set her mind to.

She is willing to relocate and salary expectation is R20 000

Please contact Johalize Swart at 021-201 5077 for more information

Western Cape—Sales Consultant

Our candidate is a 30 year old male, currently residing in Brackenfell, Cape town. He is currently working as a sales partner in the real estate sector. He is a hard working individual who works well in pressure situations. A real go getter! He is very proactive and always willing to learn.

A trustworthy person with a strong Christian faith. Always go the extra mile for the company and clients.

He has a passion for sales, and is always up for a new challenge in life. He has been working full time within the real estate industry since 17 July 2015 with a mentor who has 32 years' experience within the industry. He loves working with people and like to negotiate and close transactions.

Good communication is a key part of the process when dealing with sales, along with a never say no attitude. Providing his clients with above average service is what he does.

He has a salary expectation of R15 000 p.m

Please contact Diane Koert at 021-201 5077 for more information

For more Top Candidates you can also visit our website
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WE ARE CELEBRATING OUR 5TH BIRTHDAY IN SEPTEMBER!

Things to look forward to:

Our birthday specials for September will be advertised on social media - Facebook, LinkedIn. "Follow us" to see and benefit from these specials!

Our new and exciting website, with lots of new features will be active on 1 September!

**We are looking forward to share this
milestone with you,
Our Valued Clients.**

Office Funnies...



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